GRUMMAN plane news

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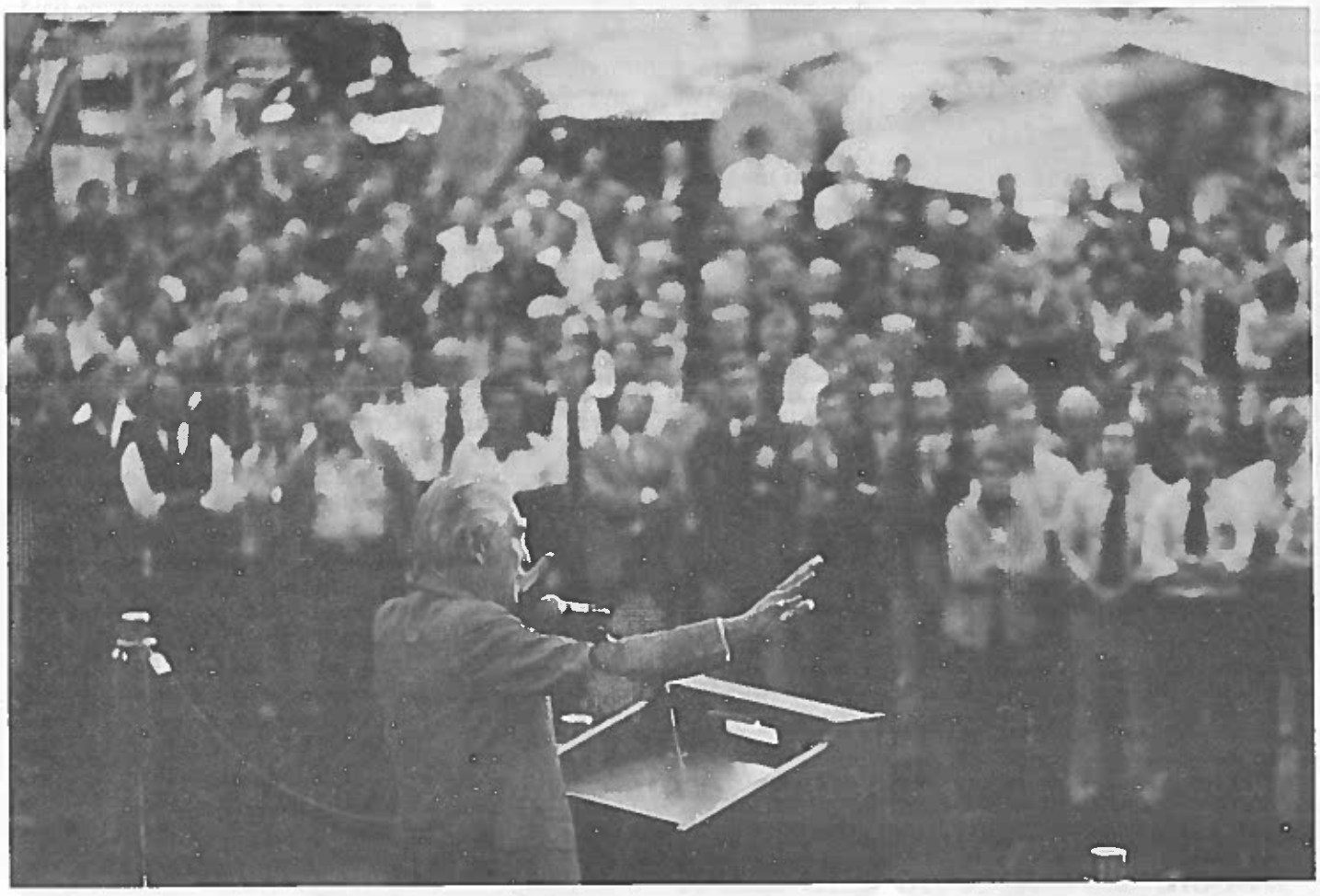
Thousands greet Navy Secretary at Calverton



'You must feel a deep sense of satisfaction,' says Hidalgo

CALVERTON, N.Y., October 21, 1980 — "You are really the unsung heroes of our nation's military strength," the Secretary of the Navy told 2,000 Grummanites here today.

Secretary Edward Hidalgo congratulated the Grumman workforce on its 50 year history and stressed today's need to keep the nation's military strength second-to-none.

"With those marvelous four planes (F-14, E-2C, A-6E, EA-6B) that are the front line of our defense today. . .you must feel a deep sense of satisfaction."

The secretary's remarks followed an extensive tour of the Calverton facility when, with "Anchors Aweigh" blaring over the Plant 6 loudspeakers, Grumman Aerospace President George Skurla escorted the honored guest to the speaker's platform.

Joining them on the red-white-and-blue-covered stage were: Joseph Doyle, assistant secretary of the Navy for Manpower, Reserve Affairs and Logistics; Capt. Richard Breckon, Naval plant representative at Grumman; Tom Merritt, Calverton general manager; and Bill Martin, retired vice admiral and member of Grumman's Washington D.C. office.

"We are indeed honored to welcome the man who holds the highest civilian post in the U.S. Navy," said Skurla. "A man who has served our country in a number of high positions, all of them with distinction. A lawyer by training. A statesman and humanitarian by inclination."

With that introduction, the Secretary of the Navy stepped to the

(Continued on page 3)

Warm welcome. *On Tuesday, October 21, Grumman Aerospace President George Skurla welcomed Secretary of the Navy Edward Hidalgo to the Calverton facility (photo at R). The secretary then embarked on an extensive tour of the final assembly and test complex. In Plant 7, Grumman test pilots provided the honored guest with cockpit briefings of the F-14, EA-6B and A-6E. Hidalgo also had a close look at the Automated Telemetry Station and the huge anechoic chamber. After walking through the Plant 6 final assembly line, the secretary spoke to over 2,000 Grumman and Navy personnel (photo above).*

Venture-capital firms to get pension dollars

Grumman is committing $5 million of its employee pension fund assets to new business ventures.

Grumman Corporation Chairman Jack Bierwirth announced that one percent of the fund's assets would be invested in new, high-technology businesses through two venture-capital firms.

"While this move has obvious benefits to the economy and free enterprise, it also has the distinct advantage of a potentially high return on investment for the people in the Grumman pension plan," says Bierwirth. "We're approaching it very slowly, very cautiously. The two venture capital firms we've selected — Alan Patricof Associates and Warburg Pincus Capital Corporation, both of Manhattan — have been in business for a long time. They have excellent track records."

If the returns on the first investment are encouraging, Grumman would consider raising its commitment to $10 million.

Venture capital firms, which get about 30 percent of their money from pension funds, raise capital to provide promising new businesses with a stable financial base. The risk of investing in a new business is compensated for by the high rate of return that comes if the business is successful.

Screening committee

"Pension fund investing in this area isn't at all unusual," explains Bierwirth, "but we have a unique approach."

A Grumman committee will do the initial screening of small, Long Island companies interested in receiving financial assistance, and then pass on its recommendations to the venture-capital firms. "We want to concentrate on the many young, high-technology companies now blossoming on Long Island," says Bierwirth.

The committee consists of senior management consultants Jack Rettaliata and Ralph "Doc" Tripp, and Grumman Corporation Assistant Treasurer Bill Parmentier.

"There's hardly anyone in Long Island business that Jack doesn't know or know of," says Bierwirth of Jack Rettaliata, former vice president for Community Relations for Grumman Corporation. As for the former vice chairman of Grumman Allied, he says, "There's not much in technology that Doc Tripp doesn't understand. And Bill Parmentier provides the financial expertise.

"We feel that we can be very useful in helping our venture-capital firms pick local winners, but the final decision is theirs," says Bierwirth. The firms will compare Grumman's recommendations with other venture-capital opportunities available across the country.

'The two venture-capital firms we've selected have been in business for a long time. They have excellent track records.'

"We do not take the direct capital position," explains Bierwirth. "We invest in Alan Patricof Associates and Warburg Pincus — with our recommendations about where they use the money. But they make the decision. They have the experience and the organization to do it, and they've been doing it very well for many years. We believe that this association with them will be an excellent one for the pension plan."

Having the venture-capital firms invest the money solves another important problem for Grumman: possible conflict of interest. Bierwirth says, "This enables us to assist many promising young companies that could one day be our suppliers, without possible legal complications."

Taking over

Until 1975, a large portion of the pension fund assets had been managed outside Grumman by banks and insurance companies — with very unsatisfactory results, Bierwirth indicated. Because of heavy losses which the corporation had to make up, Grumman decided to manage the fund itself.

"It has been tremendously successful," says Bierwirth, "much to the credit of our managers and our trustees. When we took over, the pension fund had a book value — which means the total amount of company contributions — of $300 million. However, its market value, or current selling price, was only $220 million. Since then, we have not only made up that $80-million deficit, but we have brought the fund up to a book value of $550 million with a market value of $570 million.

"In that short period of time, that's a gain of $100 million in the difference between our costs and the market value of our assets. And we've done that by careful, prudent investment."

Those investments enable the company to pay out $2.5 million a month to more than 6,600 Grummanites receiving pensions.

Bierwirth points out that last fall, pension benefits were raised beyond the usual three-percent annual hike. "The only way you can raise benefits is by doing a good job with the assets in your pension plan," he says. "You can't go out and raise the price of an F-14 to create additional funds. You have to do well with what you've got.

"I think we all have to remember that this is a fund that requires investment. There is risk in everything. . .interest rates change, stocks go up and down. But our philosophy has been to make our investments as diversified as possible so that no one event can hurt us very badly. We've invested in stocks, bonds, real estate. . .a great many areas. And we've done very, very well."

'Our philosophy has been to make our investments as diversified as possible so that no one event can hurt us very badly.'

The robust good health of Grumman's pension plan is getting to be somewhat of a rarity in industry today.

According to a recent report in Business Week magazine, unfunded pension liabilities — pension obligations which must eventually be paid out, but that are not covered by assets already in the fund — rose almost 14 percent in 1979 for 100 major companies.

Jack Bierwirth

"There are companies whose pension funds are unfunded by over a billion dollars," says Bierwirth. "That could be a problem for them in the future because they'll have to make that up. And the only way they can do that is by raising their profits, hardly an easy thing for everyone to do."

No liabilities

Grumman's pension fund has no liabilities whatsoever.

"We are fully funded," says Bierwirth. "That's especially impressive when you consider that, actuarially, we are an 'old' company. . .the average age here is 46. That means that our pension fund has to work harder than most.

"In fact," Bierwirth adds, "if all the Grumman companies were to slide into the sea tomorrow morning, the fund would take care of the pensions of everyone already on retirement, and everyone working here now who has a vested interest in the plan.

"I think that's pretty good."

GRUMMAN plane news

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Hidalgo cites Grumman role in naval force

(Continued from page 1)

podium and recalled his visit to the aircraft carriers in the Indian Ocean last spring.

"You remind me of the men on the flight deck of the *Coral Sea*," said the secretary, seeing Grummanites sitting on the nearby Prowler and Tomcat. "I told them the same thing I tell you today.

"What we do at the Pentagon is simply the beginning of our effort to develop our military strength. All that we do. . .would be absolutely useless without highly sophisticated systems used efficiently and bravely."

The secretary cited Grumman's presence on aircraft carriers throughout the world.

"I congratulate you, because on those carriers I visited — the *Coral Sea* and the *Nimitz* — were your planes, were your weapon systems. And I don't have to tell you the importance of what we are doing in the Indian Ocean."

Show of military strength is absolutely critical today, said Hidalgo. If ever there were a time "to obtain visibility, to obtain credibility without argument," it is now.

For instance, at the beginning of the year, the Navy sailed two battle groups into the Indian Ocean. "We didn't need a lot of diplomacy to do it. We simply took those water routes that we have to keep open . . .because our military security depends on keeping these sea lanes open."

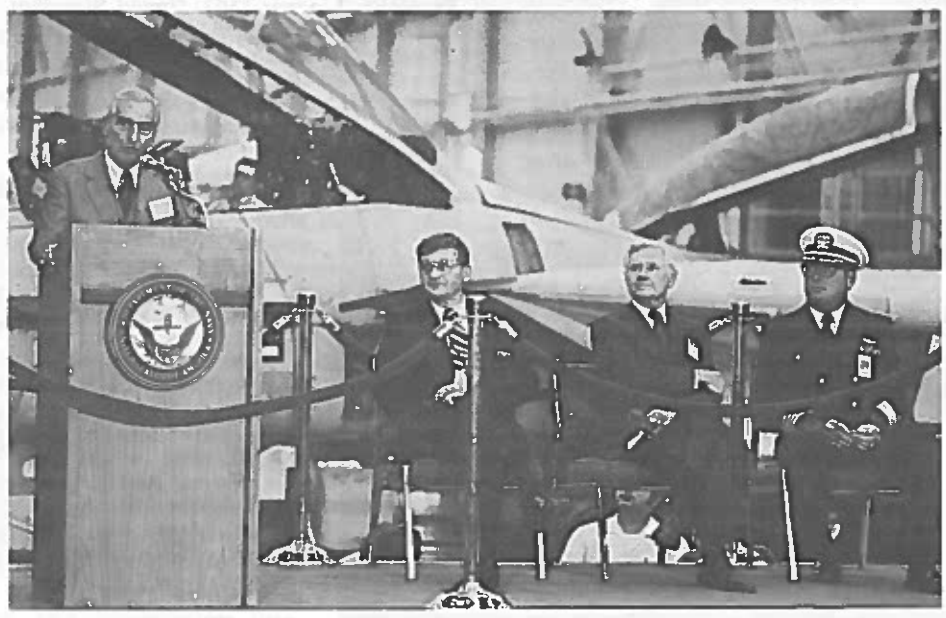
Retrospect

Citing Grumman's golden anniversary, the secretary referred back to the Thirties. "Those were dreary, depressing years as you well know. But the geniuses that started this great company of yours had the vision and courage to do what they did — as you have done over the past 50 years."

Hidalgo pointed out that his association with Grumman products began during World War II. Serving aboard the *USS Enterprise* as an air-combat intelligence officer, he met Bill Martin, his air wing group commander, and Joe Doyle, an Avenger pilot.

"I can bear direct witness to what the Avengers and Hellcats did to advance and to insure our victory in the Pacific. Those two aircraft were indispensable to us as weapon systems," stated Hidalgo.

Gazing over the large crowd, Hidalgo concluded, "This is a very moving scene to me. . .one of the rewards of the position that I am honored to hold. . .I sincerely congratulate you on this your golden anniversary."



On stage. *Joining Secretary of the Navy Edward Hidalgo (L) on the dais were: (L to R) Grumman Aerospace President George Skurla; Joe Doyle, assistant secretary of the Navy; and Capt. Richard Breckon, Naval plant representative at Grumman.*

Tomcat rundown. *Grumman test pilot Paul Merana (R) explains the role of the F-14 weapon systems officer to Secretary Hidalgo (C) and Capt. Herb Hope, his executive assistant and naval aide.*

F-14 update. *Assistant Secretary of the Navy Joe Doyle (L) listens to Grumman test pilot Don Evans' review of the air superiority fighter. Doyle flew Avengers during WWII.*

United Way early birds catch special drawing prizes

Little did Gary Cardinale know how rewarding payroll deductions could be. Because he signed up for United Way when he joined the company in July, his name was placed in the Early Bird prize drawing held on October 24.

Gary won a $500 shopping spree.

The drawing was held for Grummanites who were already giving the United Way or had joined the payroll deduction program during the first week of the campaign. The United Way campaign ran for two weeks ending October 31.

"When I signed up I didn't think of getting anything like this for my money. My inclinations were just to help. This just makes it easier on you to give," says Gary, who works in Plant 2.

Not bad for second

Second place winner Vincent Filigenzi of Plant 14 is no stranger to the United Way. "I've been giving for a long time. Even when I worked at Republic I always gave.

"I've been to Long Island Jewish Hospital and so has my wife. When I saw what went on there I knew that giving this way was worthwhile," Filigenzi said. (Long Island Jewish-Hillside Medical Center is a member agency of the United Way.)

How did he react when he heard he was the second name drawn, also the winner of a $500 shopping spree? "I said, 'Thank you very much!' "

Anna Becker of Plant 44 in Great River considered herself one of the lucky ones, even before she had won the weekender travel bag.

"I'm one of the fortunate ones," Becker says. "I've never had to have any help." Nevertheless, she's been giving the United Way ever since she's been a Grummanite, for the last 12 years.

Here are the other 50 winners in the drawing (plant number in parenthesis):

Microwave oven: Glenn Smeds (35), Charles Valleau (2); *AM/FM Stereo cassette set:* George Biscoe (25), James Urban (4); *Gas barbecue grill:* Charles Hoffmeister (6), David Reichel (5); *100 gallons of gas:* Malcolm Flack (25), Russell Goss (35), Paul Mosier (88); *Indoor/outdoor TV:* K. Corona (GAI), Frederick Lingner (35), Gerald Stoodley (35), Angelo Teristi (15); *Bicycle:* Vincent Borello (1), William Borruso (39); *Binoculars:* Arthur Damon (15), J.M. Sodal (6), Joseph Wickel (6), Edward Zakshevsky (40); *Instamatic camera:* Richard Ayres (30), Frank Schroeder (3), Robert Westrick (3), James Young, Jr. (93); *Weekender travel bag:* Joseph Armstrong (43), William Mann (57), Elwyn Schaefer (6); *Auto vacuum:* Paul Cesare (1), Richard Cronin (95), Robert Cross (GAI), W.A. MacDonald (77); *Picnic set:* William Breinlinger (3), Arthur Holz (40), Gary Lesinsky (77), Donald Marold (44), Maria Massaro (40), Andrew Young (111); *Quartz auto spotlight:* Angela Cosgrove (35), Saverio Fiorentino (2), Josephine Freeth (6), M. Hoffer (GAI), John Kochner (2), F. Laurito (77), John Mariscalo (20), H. Mayes, (GAI); *Grumman glasses:* Ronald Chamberlin (15), Gottfried Eggart (6), Janet Lata (30), Murray Mossack (44), Helen Oakes (2), Lynn Schroer (3).

Need a ride to/from work?

CENTEREACH/SELDEN: area to plt 15, join exist 2-man carpool, 7:30-4:00 pm. B. Elling, x6498

COMMACK: to plt 6, 7 am shift, carpool or riders wanted. P. Kirsch, 864-2091

COMMACK: To Calverton plt 6, 7, 8, 7 am – 3:30. M. Romaglino, x117-6909/117-6577, 499-4671 aft 5 pm

E. ISLIP/ISLIP/BAYSHORE: to Bethpage, 8 am start, vanpool, $53/20 work days. J. Delgaudio, 582-3267

FORT SALONGA: To Bethpage, person to join existing 3-person carpool. T. Geraci, x8677/261-8728

LAKE GROVE/CENTEREACH: To plt 40, 7:48 to 4:18, 981-5635 eves, x3466, K. Riley

MIDDLE VILLAGE/MASPETH AREA: To plt 05, 8:00 to 4:30 pm. P. Muzio, x2950

NESCONSET/COMMACK/E. NORTHPORT: Vanpool to Bethpage, 8 am shift, $60/20 days. R. Wellner, x6432

PATCHOGUE: To Melville plt 9 or plt 40. J. Dulmovits, x8580

REGO PARK/FOREST HILLS AREA: To Bethpage, riders wanted to form carpool, 8:00 to 4:30 shift. W. Weiss, x8133

SMITHTOWN AREA: Start or join carpool, 7:48 shift, flexible. J. Hickey, x7752/265-7739 eves

SMITHTOWN AREA: To plt 5, 8:00 to 4:30. D. Maltezos, x8095

obituaries

HENRY OSTROWSKI of Assembly Method & Planning, Pl. 25, died Oct. 13 at the age of 57. He had been with the company since 1969 and resided at 19 McKinley Place, Glen Cove.

WILLIAM A. STEGMAN of Project Eng.–Electronic, Pl. 7, died Oct. 15 at the age of 59. He had been with the company since 1963 and resided at 104 E. Woodside Ave., Patchogue.

JOHN J. REID of Q.C. Laboratory, Pl. 3, died Oct. 27 at the age of 60. He had been with the company since 1963 and resided at 48 Curtes Place, Bethpage.

LEROY F. VON ESSEN of Pricing and Analysis, Pl. 30, died Oct. 27 at the age of 63. He had been with the company since 1962 and resided at 224 Deauville Blvd., Copiague.

people

He's chosen

"I was a little apprehensive at first," Vincent Holder recalls thinking when he was asked to take on the assignment. "I felt that it was prestigious to be asked, but fund raising was not my bag."

Or so he thought.

"I've changed my mind since then. It's been a rewarding new experience for me."

The new experience was tackling the job of working with the

Vin Holder

United Way of Long Island as a "Loaned Executive", helping the United Way open lines of communication with executives of Long Island Industries. This year there are 47 people on loan from the companies and government organizations they work for.

Holder has been on the temporary assignment since September and will return to his job as a staff assistant to Frank Leone at the end of November.

Leone, the director of Plant Operations, was asked to find someone to take the assignment. "I'm proud to say that, in the last three or four years, we've had 100% participation in the United Way drives. Vinnie has been instrumental in getting that response.

"Vinnie is a dynamic person. He carries himself well and speaks well and that helps him for this assignment."

Holder spends his United Way days, "talking on the phone, trying to set up meetings with chairmen and presidents of companies on Long Island. The hard ones to get to see are those who've never participated."

Working out of the organization's Melville offices, he also helps companies set up payroll deduction programs and makes presentations to their employees.

Active himself with the Westbury Amateur Baseball Association and the Catholic Youth Organization, Holder has been giving "the United Way" for 15 years. "But I've learned all about the United Way. Most people just aren't aware that many of the agencies they use are supported by the United Way. It's an effective way to help people."

He's honored

Grummanite George Weinstein was presented the Edward Nappen Memorial Award as the outstanding state commander of the year at the recent 85th national convention of the Jewish War Veterans.

The senior systems engineer recently finished serving as the New York state commander. At present he is a member of the Westchester County Veterans Advisory Board and is vice chairman and legislative chairman of the group.

'Your Honor'

Jim Jehle's co-workers get a big kick out of calling the manager of Calverton Resources, "Your Honor." The newly appointed mayor of the village of Shoreham takes it in stride.

Jim Jehle

"I know they're just kidding," says Jim, who was appointed last month after the former mayor resigned. "Everybody has been wishing me 'good luck.' "

Since Jim took over as mayor of the 200-family village, he's been faced with a garbage strike and had to secure the village during an anti-nuclear protest at the nearby LILCO facility.

"Things have settled down now," says Jim. "It's back to reports of vandalism and rescuing cats from the Post Office roof."

Stuart fetes 50th year of company

STUART, FLA. — A golden anniversary comes but once, and people here couldn't let the company's 50th year pass without a big celebration.

Billed as "Super Stuart Weekend," October 24-25-26 proved to be just that.

The festivities began on Friday evening when several hundred Grumman retirees gathered for their annual reunion dinner. About 50 retirees journeyed by bus from Long Island; others drove down from Georgia or from the far corners of the sunshine state to renew old ties.

On hand to greet them were President George Skurla and Vice President Ed Dalva, Stuart Operations general manager.

The following morning, the celebration moved to the Stuart picnic grounds. Over 2,200 Grummanites and their families got together under the shade of the pines and palm trees for the annual picinc.

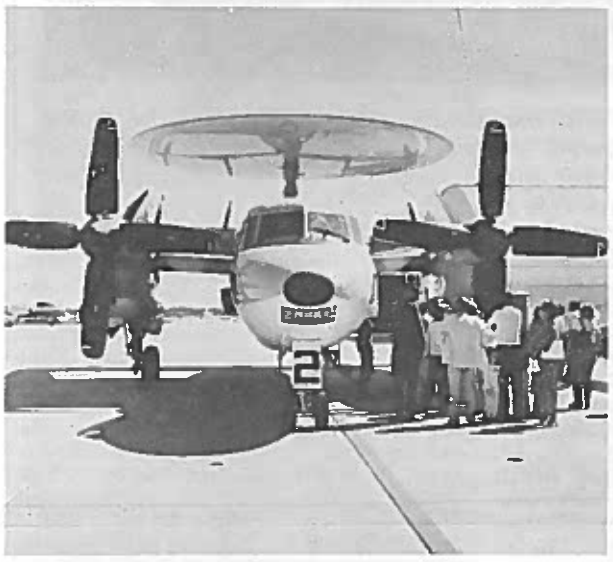
Of course, there was plenty to eat and drink. For nostalgia buffs, the Grumman Memorabilia Van was the highlight of the day. Youngsters and the young-at-heart tested their skills at the various carnival games. The athletic types played softball and entered relay races.

On Sunday, Stuart opened its gates to Grumman families. Over 2,700 little folks and spouses got an opportunity to see what their very own Grummanite does for a living.

They kicked off the grand tour by watching the company's multi-media 50th anniversary show in the cafeteria. With Stuart's wide array of programs, there was a lot to see after that, such as the new Boeing 767 production line, nacelles and thrust reversers, Albatrosses and Mohawks.

Toward the end of the tour, guests could climb inside an E-2C Hawkeye which was flown down for the day.

Was the special golden anniversary weekend "super"? You bet. Just look at the photos on this page.



Four at Great River mine Sterling's silver

August and September were good months for Great River suggestions. The top Project Sterling awards for the combined two month period went to four people who work there. In the first year their ideas will save the company almost $190,000.

Throughout Grumman Aerospace, 69 awards were made which totalled $12,580. The savings from their suggestions will be more than $400,000.

Lee Federico had been making cables. One of her daily problems was figuring out which contacts on the connectors were to be used and which weren't. "I constantly had to check the drawings. So I thought that it might be better if they were all listed by number. I could just go down the line."

Pace setter. *Plant 44's Lee Federico earned $1,440 for her production-speeding idea. She was an electrical assembler when she made her suggestion. Now a department clerk, she hasn't gotten to try her idea, but it works!*

She had made the suggestion in May of 1978. Had she forgotten about it? "No," she smiled and said, "I kept reminding them of it." Lee received an interim $25 in January while her suggestion was evaluated further.

In the meantime, Lee became a clerk in the department.

She remembers the thrill of the day that her foreman handed her $1,415. "I knew in September I was going to get a big award, but I was shocked when I found out how much!"

What may have shocked Jim Kelly more was how quickly the award can be spent. "I never realized how fast $1,300 dollars can go!" Spent, however, is not the most accurate word. While he and his family did buy some things for themselves, he says part of the $1,375 he earned they gave to charity.

Jim's suggestion was for distribution of "dog bones", tiny plugs which look like short straight pins and seal out moisture in electrical connectors. They are hard to handle and easy to lose. Jim says, "Now we pull out a thousand and issue them to the floor rather than in a package with a specific number for every job."

Project Sterling awards are often won by two or more people who cooperated on an idea. Sometimes, though, one doesn't know another is working on the same suggestion. The program developed by suggestions from Vi Law and Tony Scionti is an example.

Vi, a senior expediter, and Tony, a status analyst, work in opposite ends of Plant 43. They both help keep the information flowing about the status of parts. But the paperwork slowed the flow. "We had shortage sheets, charts, status reports," Vi says. "I wanted to try and put all this information into one form. Instead of holding meetings we could let everyone get the information on one report."

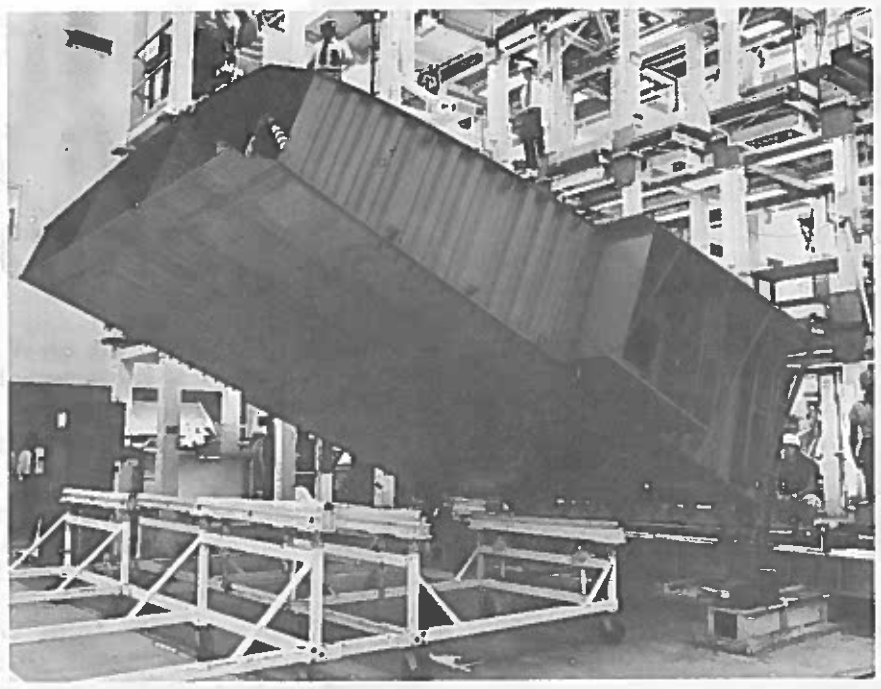
Tony's job is to account for parts needed in production and keep the information current and available. He, too, came up with similar suggestions to get rid of some of the reports and meetings. "We didn't know we were working on the same thing."

Great River's management did, though. They combined the ideas into one form and one big Project Sterling award. Vi and Tony each took home $800.

The other 85 winners were:

$750—Robert Toye, Production Control, Pl 30; $720—Michael Basta, Pride Line, Pl 2; $430—Walter Richter, Tool Control, and Felix Taranto, Pl 2; $360—Billy Cotts, Production, Pl 88; $350—Edward Mulhearn, Steel Parts Assembly, Pl 2; $285—Hilda Fenz, Parts Paint, Pl 2; $280—Roy Wagner and Howard Hertel, Jr., Electronic Test, Pl 14; $215—Louis Sales, Program Management, Pl 43; $210—Charles Tyler, Electronic Bench Assembly, Pl 6; $200—John Barkowski and Harley Spinks, Production Management/Staff, Pl 7; Harold Noonan, Chemical Engineering, and Arthur Trost, Jr., Metallurgical Engineering, Pl 12; $180—Stephen Galego, Hydraulics, Pl 14; $170—Charles Spencer, Final Assembly Inspection, Pl 6; John Haggerty, Steel Parts Assembly, Pl 2; $165—Ralph Panetta, Jr., Stockrooms, Pl 2; $160—William Neuner, Jr., Pl 88; Frank Psotta, Assemblies, Pl 3; $150—Victor Figliuolo, Flight Avionics, Pl 4; Thomas Palmeri, Production Supervision, Pl 3; $130—Edward Diamond, System Cost/Performance Analysis, Pl 7; $110—Joseph Domhan and Peter Mirabella, Form Block, Pl 2; $105—Thomas Telera, Requirements Planning, Pl 30; $100—Richard Benedict, Flight Avionics, Pl 8; Michael Armstrong, Production, Pl 88; Thomas Wilson, Plant 8 Materials Management; Francis Finegan, Avionics Purchasing, Pl 44; $95—Charles Brown, Jr., Conventional Machines, Pl 3; $90—Gustave Preiser, Honeycomb Prefit, Pl 3; $85—Pierre Barraco, Optical Tooling, Pl 6; $80—Robert Schaefer, Jr., Flight Development Operations, Pl 7; Anthony Benevento, Conventional Machines, Pl 3; George Wagner, Jr., Prototype, Pl 2; $75—Clifford Dorsch, E.B.W. Final Assembly, Pl 2; $70—George Vengroski, Production, Pl 88; Walter Stehlin, Router and Shear, Pl 37; Saverio Fiorentino, Press, Pl 2; $60—James Knipe and Wilfred Kruse, Support, Pl 6; Mildred Hollidge, Subassembly, and Dennis Klingener, Technology, Pl 66; James Hill, Press, Pl 2; John Hartman, Electronic Test, Pl 8; $55—John Morgan, Fuselage Joining, Pl 1; Jack Kaplan, Structures, Pl 6; $50—Peter Guido, Electronic Fabrication, and Robert Schaefer, Jr., Flight Development Operations, Pl 7; Frank Pollio, Electrical and Mechanical I.L.S., Pl 6; Gordon Alger, Steel Parts Assembly, Pl 2; Norm Jaeggi, Forming Heat Treat, Pl 87; Mario Guida, Jr., and Frederick Hammerschmidt, Honeycomb Layup and Bond, Pl 66; James Hartmann, Plaster/Plastic Tooling, Pl 11; Zoltan Horvath and William Pedus, Fuselage Joining, Pl 1; Kenneth Benes, Steel Parts Assembly, Pl 2; Norbert Alberts, Honeycomb Final, Pl 3; William Allen, Jr., Fluids, and Rolland Rogers, Structures, Pl 6; Anthony Medici, Jr., Engines, Pl 6; Richard Schoemmell, Engines, Pl 6; $45—John Matuska, Mechanical Structure and Assembly, Pl 43; Augustus Lopez, Fuselage Joining, Pl 1; $40—William Schieffer, Production, Pl 88; Raymond Wrobleski, Conventional Machines, Pl 3; Donald Jones, Conventional Machines, Pl 3; Wallace Kondratowicz, Measurement Standards, Pl 6; Peter Guido, Electrical Fabrication, Pl 7; $35—Dennis Tallon, Subassembly, Pl 1; George Young, Conventional Machines, Pl 3; $30—Ferdinand Chapey, Conventional Machines, Pl 3; George Wachsmuth, Measurement Standards, Pl 6; $25—Thomas Kattau, Flight Avionics, Pl 8; Jerry Parlo, Flight Avionics, Pl 52; Kenneth Linker, Electric Box and Pan Fabrication, Pl 44; Harry McDiarmid, Manufacturing Technology, Pl 43; Ronald Blau, Administration, Pl 1; William Schieffer, Production, Pl 88; George Vengroski, Production, Pl 88; Sidney Hale, I.L.S. Engineering/Design, Pl 40.

Hit the same target. *Vi Law (L) and Tony Scionti, both of Plant 43 in Great River, didn't know it at the time but they had complementary ideas to make the reporting of shortages more efficient. Vi and Tony will save the company $127,000 this year.*



Bullseye. *The thermal and mechanical test articles for the Space Shuttle wing were delivered, on schedule, to Rockwell on October 31. Built as the single unit shown here, it was later separated into midwing and fuselage interface test units.*

EWI: off they go into industry

Maj. Michael Corcoran

Capt. George Noyes

Michael Corcoran and George Noyes are getting an inside look at what industry — and Grumman in particular — are all about. They are participants in the Air Force's Education With Industry (EWI) program, and they will be working as members of the Grumman team for the next few months.

The Air Force started the EWI program in 1947 to assure itself of managers well qualified to handle its business with industry. The program puts selected Air Force officers in 10-month internships with participating companies and agencies. This is the 16th year that Grumman has hosted student officers.

"For my entire career, I've known one way of doing things — the military way," says Michael Corcoran, a major with 12 years of Air Force experience. "I'm gaining an appreciation for the thought processes and the methods of private industry."

George Noyes, a captain who entered the Air Force in 1976, agrees. "It's been a culture shock, but I'm enjoying the difference. There are a lot of controls here, of course — and a great deal of documentation. But in general it's looser than the Air Force. Grumman is a very informal company."

"It took me a while to get used to calling people by their first names," says Corcoran. "In the service, nobody has a first name.

"What has impressed me most so far is that everyone has been very candid with us — about good things, and about the things they see as problems. Anytime I've asked a question I've gotten a straight answer. No one tries to tap-dance around it. I really like that, and it creates a very good learning climate."

Three stages

The EWI program, administered at Grumman by the Career Education and Development Department, is divided into three phases.

The first phase is a three-week orientation period, during which the student officers meet with heads of all departments and responsibility centers, and tour major facilities.

Time to specialize

Phase two is 24 weeks long, and consists of work assignments six to eight weeks in duration in areas related to the student's career goals. Phase three is a final, three-month work assignment in an area selected by the student during phase two.

The program is now in its second phase. Corcoran's area of specialization is logistics management; Noyes is concentrating on quality assurance.

The pace is rapid, and both officers have to constantly adjust to being the "new guy" in all the departments they work in.

"We really haven't had much of a problem with that, though," says Noyes. "The atmosphere here is very open and congenial."

It's 10 a.m. People are getting up from their desks, going through their pockets for change, and the decibel level in Plant 35 increases ever so slightly. And without looking at his watch or even seeming to give it much thought, George Noyes is getting on line, too. It's coffee break time, and he looks just like any other Grummanite lining up for the morning dose of caffeine.

"People have been very friendly and helpful," he says. "I guess I feel pretty comfortable here already."

VTX cockpit designers need women volunteers

Anthropometry is a 50-cent word for the study and technique of human body measurement.

When you're designing an aircraft cockpit, it's pretty important stuff. And for the first time, Grumman will be considering a woman's body size as well as a man's when it designs the VTXTS. To gather data for the study project, Dr. Robert Delvecchio of the Life Sciences group is looking for female volunteers.

New dimensions

"We have always designed for men" says Delvecchio. "This is the first time the Navy has required us to consider the impact of female pilots and maintenance personnel."

VTXTS is a comprehensive pilot training system for the 90s, and Grumman has teamed with Beech Aircraft on an initial concept design study. Five other competitors are also bidding for the Navy contract.

Women who volunteer for the project will be asked to give a maximum of four hours of their time during regular working hours. "We'll need their participation for an hour a day, for one to four days," says Delvecchio. "The timetable will be flexible in order to suit each woman's work schedule. We're hoping for the cooperation of their supervisors so that we can complete this very important study."

The study will check out sitting height, leg length, arm reach, and muscle strength — "all the factors that would influence how the cockpit should be built," says Delvecchio.

Interested?

If you would like to participate, please send your name, telephone extension, department, mail stop, and your supervisor's name to Dr. Robert Delvecchio, mail stop C03-14.

Personals

We wish to thank my friends and co-workers for their thoughtfulness and sympathy following the recent loss of my mother. Neil Threulsen and Family

The family of Austin F. Sisson deeply appreciates the kindness, generosity and sympathy of all his fellow workers. Thank you, each and everyone. Angela Sisson

I wish to thank my co-workers and friends for their kind expression of sympathy following the loss of my mother. Howard Berman

I wish to thank my friends for their kind expressions of sympathy following the recent passing of my mother. Chuck Zangas

We wish to express our deep appreciation for the kindness and understanding extended by my co-workers and friends during the recent loss of my husband. Grace Notaro and Family

We wish to thank my friends and co-workers for their thoughtfulness and sympathy following the recent loss of my mother. Jim Anglisano and Family

calendar

Alcoholics Anonymous: every Mon., 4:30 p.m., Pl. 15, conference room C, closed meetings; Personnel Relations, Ext. 3521; Calverton: Chemical Dependency Discussion Group, every Mon., 4-5 p.m., Hdq. Bldg.; open meeting. C. Robb, Ext. 117-6526

China-Burma-India Vets Association: Tues., Nov. 25, GAA Bldg., 5 p.m. Guest speaker will be Irving Mednick, Vice Commander, N.Y., C.B.I.V.A. W. Pytlowany, Ext. 8617/8616 or R. Fong, Ext. 2484/8616

Computer Club: Tues., Nov. 18, GAA Bldg., 6:30 p.m. Guest speaker will be Mr. Horowitz. Guests welcome. I. Tish, Ext. 4783

Grumman Disabled American Vets Club: Wed., Nov. 19, Pl. 3 cafeteria, 4 p.m. Members only. T. Melia, Ext. 4750

Institute of Environmental Sciences: Thurs., Nov. 20, Antun's, Hicksville, 6 p.m. social hour, 7 p.m. dinner. Guest speaker will be Mr. Steve Goldman, of Nicolet Scientific Corp. Guests welcome. J. Popolo, Ext. 5084

National Secretaries Association: Thurs., Nov. 20, Polish Independent Club, Riverhead, 6:30 cocktails, 7:00 p.m., dinner. Guests welcome. E. Gaias, Ext. 117-7397

Ski Club: Wed., Nov. 19, Crow's Nest Restaurant, Melville, 8:30 p.m. Guests welcome. A. Garmendia, Ext. 7819/8910

Society of Logistics Engineers: Wed., Nov. 19, Antun's, Hicksville, 6 p.m. Guests welcome. A. Pinker, Ext. 3337

Table Tennis: every Thurs., Pl. 24, 5 p.m. also every Fri., GAA Bldg. 5 p.m. Beginners and guests welcome. B. Fabricant, Ext. 8351

Toastmasters Club: Wed., Nov. 19, Pl. 25 room C, 5 p.m., Grumman employees welcome. Speech and evaluation workshop program. P. Ivy, Ext. 2931

Free bowling session

There will be a bowling party on December 13, 1980 at 10:00 a.m. at the Mid-Island Lanes in Hicksville. Included are two free games, the use of bowling balls and shoes. Give Herb Mahoney of the Recreation Department a call for more information and reservations. His extension is 2133.

Radimer helps keep track of Grumman folk

If your picture has ever appeared in PLANE NEWS, you're a celebrity in Milt Radimer's book.

Milt collects Grumman memorabilia, especially company newspapers from the first edition in 1942 to the latest one off the press. His 60 volumes of PLANE NEWS contain over 9,800 autographs of people pictured in the paper.

"Guys get a kick out of seeing old photos of themselves and their buddies," says Milt, who retired in 1977 after 37 years with Grumman. "Whenever I show someone his photo, I ask him to autograph it for me." To date, Milt has obtained signatures from about 90 percent of the people who have appeared in PLANE NEWS.

Since the company is celebrating its golden anniversary this year, Milt's personalized history of Grumman has received a lot of attention.

In search of . . .

"He's been a big help in identifying oldtimers for us," says Herman "Schoney" Schonenberg, Grumman historian, "especially when we tried to compile a list of the first 100 Grumman people."

Over a decade ago, Milt started tabulating his own list of the 1,000 people having the longest service with the company. "People wanted to know where they stood. So I did a lot of digging and compiled a list on IBM cards." Every year until his retirement, Milt would publish the top 1,000 people working at Grumman.

Missing person

Tracking down the first 100 Grummanites was not easy, agree Schoney and Milt. "By combining our two lists, and with a little help from Personnel Records, we had a complete list — except for No. 56," says Schoney.

After a notice in the Retiree Club Newsletter, the mystery was solved by No. 57, Otto Kissmer. "It was a long, long time ago," admits Otto. "So I'm not surprised people have forgotten. But I remember the fellow because we both started on the same day in December 1930. No. 56 was Lou Wurl; he died six months later in an auto accident."

Big attraction

Of all the items in the Grumman Memorabilia Van, the honor roll of the first 100 is the most popular, says Schoney. "There's a great deal of pride involved in being one of the first Grummanites." At the retiree reunion at Stuart recently, hundreds of retirees cheered when Lou Terrosi (No. 35), Fred Meier (No. 68), Percy Donley (No. 69), and Charles Lewis (No. 99) stood up to take their bows.

Now that Milt has the time to pursue his "people's history of Grumman," he tries to keep in touch with as many oldtimers as he can find.

The other day he stopped by to see Russ Robarge (No. 92). "He'll be 80 soon, and there he was telling me he was too busy. He was painting his living room," says Milt. "When I stopped by later that day we spent hours talking about Grumman." Russ was throwing out a bunch of old Grumman material, but he gave them to Milt instead.

Right now, Milt is busy preparing his 1980 PLANE NEWS articles for his trip to the 25-year luncheon. If you're going to the big event this December, chances are you'll see this self-made Grumman historian tapping people on their shoulders and asking for their John Hancock.

Milt has a field day at the 25-year luncheons. "It was at my first one in 1966 that I got my most prized autograph. . .the test pilot who flew the first flight of the G-44 Widgeon in 1941. The pilot? None other than Leroy Grumman."

First of many. *At the company's first 25-year luncheon were: (L to R) back row — Clint Towl, Bill Schwendler Sr., A.P. Loening, Roy Grumman, Jake Swirbul, Ed Poor, Julie Holpit, Ludwig Slechta, Jimmy Wallace, Lou Willing, Tom Rae, Bill Galbraith, Jacob Boedigheimer; front row — Charles Hajek, Charles Solarski, Joe Stamm, Joe Kalas, Dick Hutton, Ben Gambee, and George Burkhardt.*

One hundred honored as first Grummanites

1. Leroy Grumman 2. Leon Swirbul 3. Edmund Poor 4. E. Clinton Towl 5. Julius Holpit 6. Charles Hajek 7. Ludwig Slechta 8. Alex Murray 9. Al Hill 10. William Schwendler 11. Charles Solarski 12. James Wallace 13. Joseph Stamm 14. Florian LaCombe 15. Lou Willing 16. Thomas Rae 17. Jacob J. Boedigheimer 18. George Burkhardt 19. Fred Scherer 20. Leonard Burkhardt 21. Richard Hutton 22. Ben Gambee 23. Henry Staffeldt 24. James Hanratty 25. John Hairing 26. William Galbraith 27. Charles Tilgner 28. Joseph Kalas 29. Frank Persico 30. Frederick Rowland 31. Harry Kasin 32. John Neada 33. Joseph Armstrong 34. Conrad Moorbach 35. Louis Terrosi 36. Harry Gibney 37. John A. Hoag 38. Paul Meyer 39. Jean Poletti

40. Edwin Lovejoy 41. Adriaan VanHensbroek 42. John Scheidl 43. Chester Engvaldsen 44. Ann A. Maher 45. Joseph Cipp 46. Frank Flamm 47. George Haltermann 48. Oscar Erlandsen 49. Alexander Bethlehem 50. Henry Le Pul 51. Alfred Kuehnel 52. Walter Novak 53. Lewis Galgano 54. Joseph Moldashel 55. Christian Wikane 56. Lou Wurl 57. Otto Kissmer 58. William Schroth 59. Robert Bury

60. Joseph Galgano 61. Edward Roskey 62. Joseph Marks 63. Axel G. Hedstrom 64. Ralston Stalb 65. Patsy Tartaglia 66. Alfred M. Case 67. William Robertson 68. Fred Meier 69. Percy Donley 70. Albert Ivenz 71. Charles Staffeldt 72. Corydon M. Johnson 73. Rudy Reissig 74. Larry Holzapfel 75. Otto Lemmer 76. Carlo Pavese 77. Oscar Sorsa 78. Henry Burkhardt 79. Myron Combes

80. Henry Burlage 81. Paul Zebrowski 82. David Nichols 83. William O'Connell 84. Harold Blair 85. William Finnerty 86. Adolph Silz 87. George Klein 88. William Hoffman 89. Daniel Pepe 90. David Ketsham 91. Henry Lattendorf 92. Russell Robarge 93. Joseph Schick 94. Ludwig Kohout 95. Joseph Baumann, Sr. 96. Ralph C. Clark 97. Edward H. Alberti 98. William Kuhn 99. Charles Lewis 100. Joseph Oktavec

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